

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after July 23, 1998, were as follows: Average increases of 13 cents (2.0 percent) for Level 1 and 15 cents (1.8 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase is effective the first day of the first pay period beginning on or after January 1, 1999.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u> <u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	407	5.95	8.85	5.15
CASHIER-CHECKER	292	6.47	8.70	5.15
CUSTOMER SERVICE ASST	78	6.29	9.38	5.15
OFFICE CASHIER	15	6.89	7.60	5.85
TELLER	206	8.45	11.84	6.50
RECREATION ATTENDANT	24	7.00	9.50	5.15
DESK CLERK	37	6.66	8.66	6.20
NF - 2				
HEAD SALES PERSON	28	8.47	11.70	6.00
STORE DETECTIVE	23	7.12	9.05	6.25
HEAD CUSTOMER SVC ASST	10	8.78	10.30	6.50
SECRETARY	53	8.94	12.13	6.70
ACCOUNTING TECHNICIAN	23	9.86	13.50	6.50
NF - 3				
DEPARTMENT MANAGER	75	8.16	11.10	6.35
EXECUTIVE SECRETARY	11	12.25	13.56	11.39

WAGE AREA : #093 York, Pennsylvania

ORDER DATE: May 11, 1998

SURVEY : 013/011-21